

E E O

EQUAL EMPLOYMENT OPPORTUNITY

The organization named herein receives Federal financial assistance from the U.S. Department of Housing & Urban Development.

In its activities so assisted, the organization is prohibited from discriminating against any employee or applicant from employment because of race, color, sex, national origin, religion, or handicap in connection:

- employment, upgrading, demotion, or transfer
- recruitment or recruitment advertising
- layoff or termination
- rate of pay or compensation other forms of compensation
- selection for training, including apprenticeship

This notice must be posted in conspicuous places available to employees and applicants for employments.

Organization Name and Address:

Requests for information and complaints of discrimination may be addressed to:

or

U.S. Department of Housing and Urban Development, Washington, D.C. 20410
 HUD 901 (5-80). Previous edition is obsolete

UNITED STATES
DEPARTMENT OF
LABOR – WAGE & HOUR
DIVISION

NOTICE TO EMPLOYEES

WORKING ON FEDERAL OR FEDERALLY FINANCED CONSTRUCTION PROJECTS

MINIMUM WAGES

You must be paid not less than the wage rate in the schedule posted with this Notice for the kind of work you perform.

OVERTIME

You must be paid not less than one and one-half times your basic rate of pay for all hours worked over 8 hours a day or 40 hours a week – whichever is greater. There are some exceptions.

APPRENTICES

Apprentice rates apply only to apprentices properly registered under Federal or State apprenticeship programs.

PROPER PAY

If you do not receive proper pay, contact the Contracting Officer as given below:

Or you may get in touch with the nearest office of the Wage and Hour division, U.S. Department of Labor. The Wage and Hour Division has offices in several hundred communities throughout the country. They are listed in the U.S. Government Section of most telephone directories under Department of Labor, Employment Standards Administration

Equal Employment Opportunity is the **LAW**

Private Employments, State and Local Governments, Educational Institutions

Race, Color, Religion, Sex, National Origin:

Title VII of the Civil Rights Act of 1964, as amended, prohibits discrimination in hiring, promotion, discharge, pay, fringe benefits, and other aspects of employment, on the basis of race, color, religion, sex, or national origin.

Applicants to and employees of most private employers, state and local governments, and public or private educational institutions are protected. Employment agencies, labor unions and apprenticeship programs also are covered.

Sex (wages):

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act (see below), the Equal Pay Act of 1963, as amended, prohibits sex discrimination in payment of wages to women and men performing substantially equal work in the same establishment. The law covers most private employers, state and local governments and educational institutions. Labor organizations cannot cause employers to violate the law. Many employers not covered by Title VII, because of size, are covered by the Equal Pay Act.

Age:

The Age Discrimination in Employment Act of 1967, as amended, prohibits age discrimination and protects applicants and employees 40 years of age or older from discrimination in hiring, promotion, discharge, pay, fringe benefits and other aspects of employment. The law covers most private employers, state and local governments, educational institutions, employment agencies and labor organizations.

If you believe that you have been discriminated against under any of the above laws, you immediately should contact:

The U.S. Equal Employment Opportunity Commission

2401 E Street, N.W., Washington, D.C. 20505
or an EEOC field office by calling toll free 800-USA-EEOC. (For the hearing impaired, EEOC's TDD number is 202-634-7057)

Employers holding Federal Contracts or Subcontracts

Race, Color, Religion, Sex, National Origin:

Executive Order 11246, as amended, prohibits job discrimination on the basis of race, color, religion, sex or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employments.

Handicap:

Section 503 of the Rehabilitation Act of 1973, as amended, prohibits job discrimination because of handicap and requires affirmative action to employ and advance in employment qualified handicapped individuals who, with reasonable accommodation, can perform the functions of a job.

Vietnam Era and Special Disability Veterans:

38 U.S.C. 2012 of the Vietnam Era Veterans Readjustment Assistance Act of 1974 prohibits job discrimination and requires affirmative action to employ and advance in employment qualified Vietnam era veterans and qualified special disabled veterans. Applicants to and employees of companies with a Federal government contract or subcontract are protected under the authorities above. Any person who believes a contractor has violated its non-discrimination or affirmative action obligations under Executive Order 11246, as amended, Section 503 of the Rehabilitation Act or 38 U.S.C. 2012 of the Vietnam Era Veterans Readjustment Assistance Act should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP), Employment Standards Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210, (202) 523-8743 or an OFCCP regional or area office, listed in most telephone directories under U.S. Government., Department of Labor.

Programs or Activities receiving Federal Financial Assistance

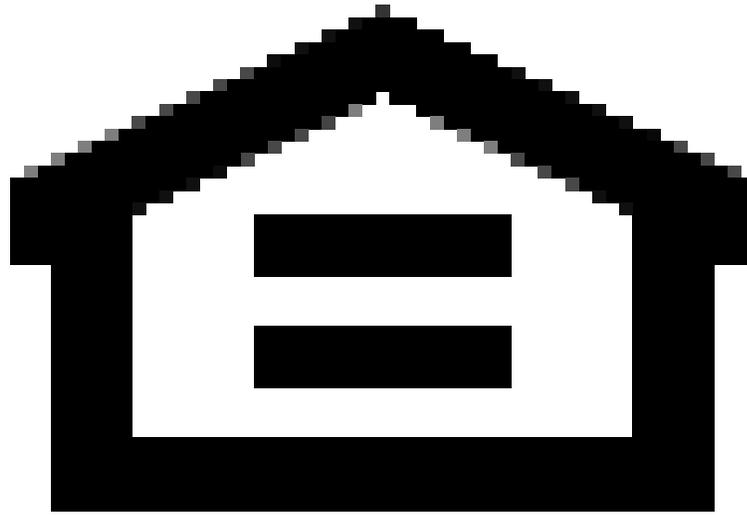
Handicap:

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of handicap in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against handicapped persons who, with reasonable accommodation, can perform the essential functions of a job.

Race, Color, National Origin:

In addition to the protection of Title VII of the Civil Rights Act of 1964, Title VI of the Civil Rights Act prohibits discrimination on the basis of race, color, or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs.

IF you believe you have been discriminated against in a program which receives Federal assistance, you should contact immediately the Federal agency providing such assistance.



EQUAL HOUSING OPPORTUNITY

IGUALES OPORTUNIDADES EN VIVIENDAS

**Conducimos Nuestros Negocios de Acuerdo con
La Ley Federal de Viviendas Equitativas**

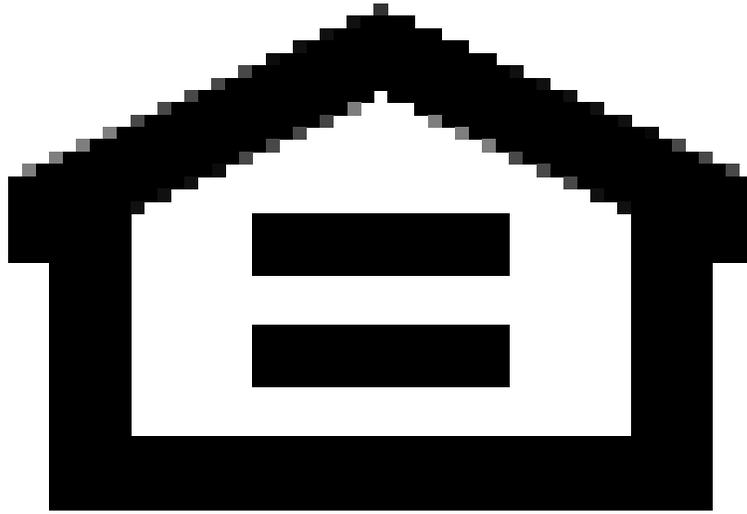
(Titulo VIII De La Ley De Derechos Civiles de 1968
segun enmendado por el Acto Nacional de Vivienda de 1974)

**ES ILEGAL EL DISCRIMINAR CONTRA
CUALQUIERA PERSONA POR RAZON DE SU RAZA,
COLOR, RELIGION, SEXO, O SU ORIGEN NACIONAL**

- En la venta o alquiler de viviendas o solares residenciales
- En anuncios para la venta o alquiler de viviendas
- En el financiamiento de viviendas
- En la provision de servicios de agentes de bienes raices
« Blockbusting » es tambien ILEGAL

**La persona ofendida puede someter una Queja (Querella) de discriminacion
en vivienda con :**

**U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
Assistant Secretary for Fair Housing and Equal Opportunity
Washington, D.C. 20410**



EQUAL HOUSING OPPORTUNITY

**We Do Business in Accordance With the Federal Fair
Housing Law**

(The Fair Housing Amendments Act of 1988)

**It is Illegal to Discriminate Against Any Person
Because of Race, Color, Religion, Sex
Handicap, Familial Status, or National Origin**

- In the sale or rental of housing or residential lots
- In advertising the sale or rental of housing
- In the financing of housing
- In the provision of real estate brokerage services
- In the appraisal of housing
- Blockbusting is also illegal

**Anyone who feels he or she has been
discriminated against may file a
complaint of housing discrimination
with the:**

U.S. DEPARTMENT OF HOUSING AND
URBAN DEVELOPMENT
Assistant Secretary for Fair Housing and
Equal Opportunity
Washington, D.C. 20410
